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Office Memorandum • UNITED STATES GOVERNMENT

TO : Chief, Geographic Area

DATE: 20 January 1956

FROM : Chief, Near East-Africa Branch, Geography Division

SUBJECT: Branch Comments on Career Development Statement dated 4 January 1956

1. The following remarks were made during discussion of the subject Statement. Each remark is a quotation or series of quotations representing in general branch opinion or query on one aspect of the Statement. Some points provoked considerable discussion while others elicited only the bald statement or question.

a. "I get a general impression and when I go back to see the elements that produced it I can't find anything but platitudes."

b. "A Career Service program should have a promotion policy and I fail to see it. All I see is 'growth', 'drive,' 'motivation.'"

c. "Remarks about lateral entry are studiously avoided."

d. "The relationship between the first six lines on page 12 and what follows is unclear. Objectives are confused with prerequisites on pages 12, 13, and 14."

e. "The question comes to mind: What happens if a (low)-graded analyst doesn't do what is stated on pages 12 and 13? Can he then become a senior analyst?"

f. "What produces a promotion: area knowledge, seniority, or ability to 'work with and through people'?"

g. "The paper does not connect Area Career Development with inter-office or inter-Area Career Development. What plans has the Area for implementing the possibilities expressed on page 3: 'transfer as intelligence officers to other parts of ORR and to OCI, OO, ONE, OSI and DDP.'"

h. "Area policy (page 3) should include provision for those who attain regional competence yet do not have the opportunity to advance within the Area. Where is the clearing house for inter-office exchange of personnel? (ref. page 1, second sentence,

'....to the effective functioning of CIA'). Does the Area have plans for implementing CIA Regulation R20-110, p. 1, para. 2 which emphasizes service to the Agency?

Dialog:

(1) 'Does Guthe go to Amory and say, I have five good men who ought to go up but I have no higher slots for them. Now can we....'

(2) 'If he doesn't, somebody else will.'

i. "What is a senior analyst?"

"What is a deputy branch chief and when does he function?"

"Are these formal definitions?"

"Is the deputy branch chief's training on a sustaining or a spot basis?"

"Are there provisions for a reserve of trained supervisory personnel?"

j. "Why must everyone know German?"

k. "What are geographic techniques and methods and where does one get pertinent courses in them?"

l. "If possible the scope of (2) (h) on page 13 should be defined in greater detail."

m. "The Editorial Staff does not guide this Branch 'on all forms of...graphic presentation.' They have little to do with the development of a map."

n. Concerning the program for cartographers:

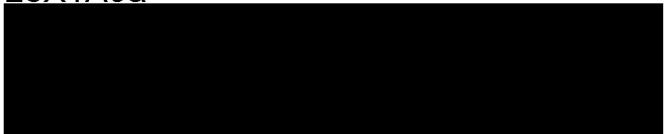
(1) "We find intelligence research a full-time job. Is it possible for one man to perform intelligence research, cartographic research, and maintain cartographic production?"

(2) "What are 'pertinent intelligence materials'? (ref. page 7, (2) (a). What system has been set up for their continuous use?"

(3) "What tangible benefit comes from a cartographer's foreign travel?"

2. In summary: "It is difficult to see who is to benefit, and how, from vaguely defined statements of this type.

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